

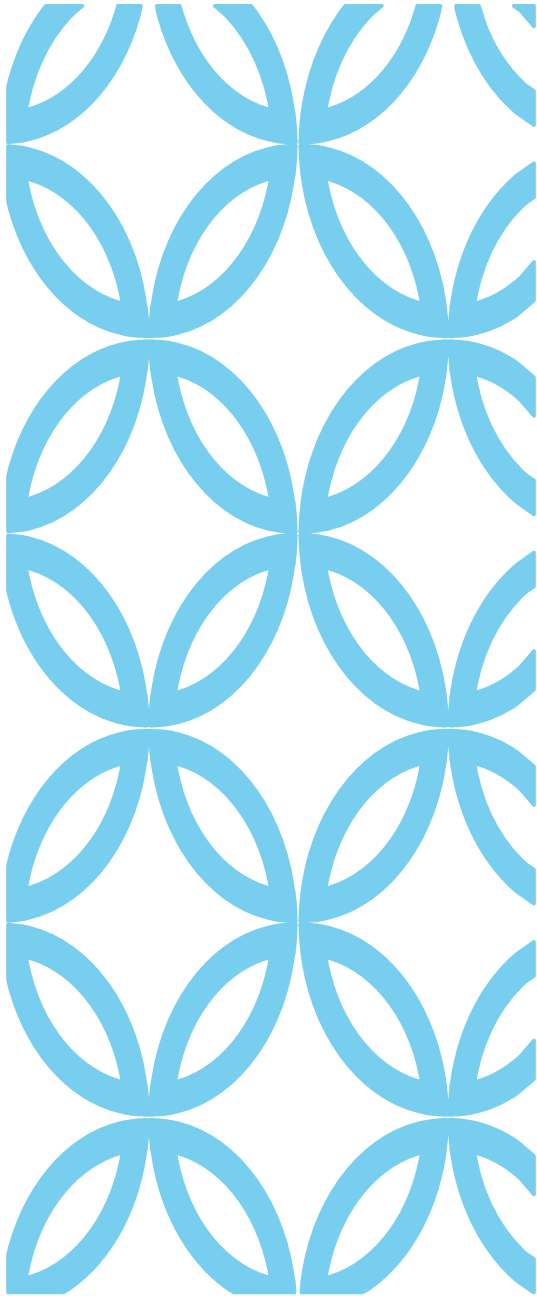
King County Supported Employment Program



WHAT IS SUPPORTED EMPLOYMENT?

Supported Employment is an approach to match job seekers with developmental disabilities to employers who have current business needs.

Additional Resources are provided for supports such as job coaching, diversity training, ongoing training and task identification.



We exist to create employment opportunities for individuals with developmental disabilities within all departments of King County Government.

**KC SUPPORTED EMPLOYMENT
PROGRAM PURPOSE**

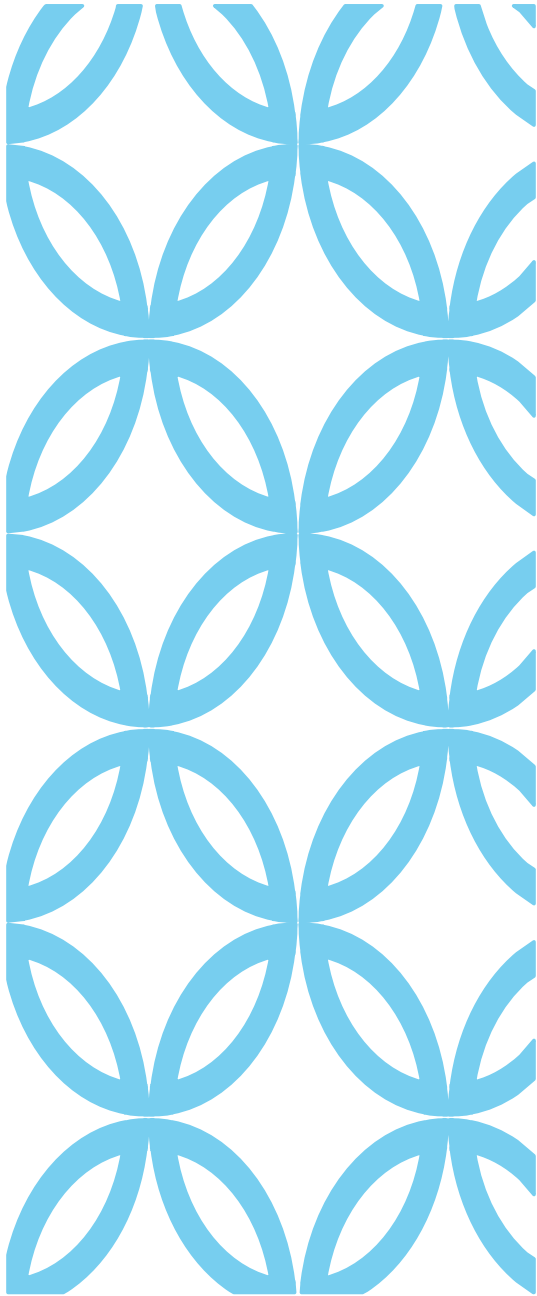
HISTORY OF PROGRAM

In 1990, the King Co. Council created a supported employment program in response to the issue of employment inequality for individuals with intellectual and developmental disabilities.

At the peak, we employed approximately 75 supported employees.

In 2015, King County hired the Supported Employment Program Manager role and supported employees grew from 44 to 55 in 2020.

Currently, we have 51 supported employees across 15 departments.



Coordination and administration of King County's Supported Employment Program

Liaison between managers, human resources, supported employees, families and employment agencies to increase satisfaction and address areas of concern

Support departments in identifying new tasks for current supported employees in collaboration with the employment agencies

Assist in the recruitment and hiring of individuals with developmental disabilities

Connect supported employees to additional resources for job coaching and other needs

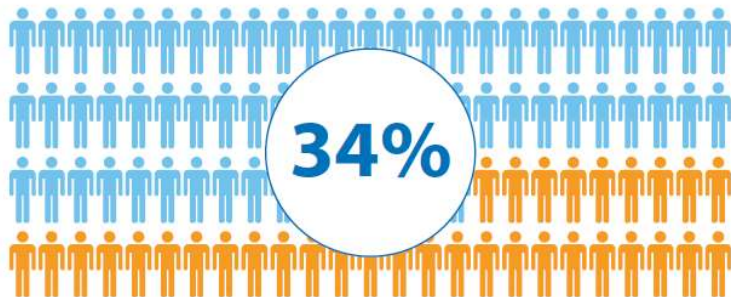
Evaluating the current design and structure of the program to develop a streamlined approach for recruiting and growth of the program

SUPPORTED EMPLOYMENT PROGRAM MANAGER ROLE

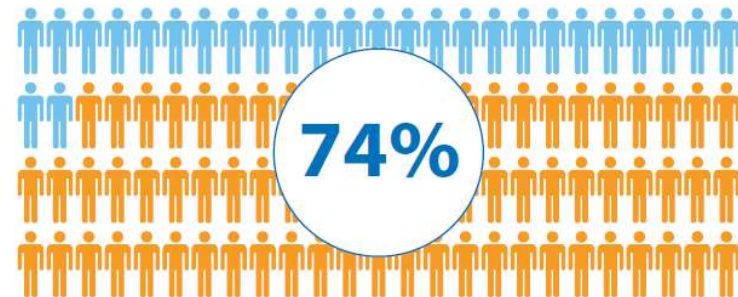
LOCAL & NATIONAL DISABILITY STAT'S

- In Washington state, poverty affects people with disabilities at twice the rate of people without disabilities.
 - More than 28% of people with disabilities have incomes below 150% of the poverty level.
 - Only 10% of individuals that qualify for supported employment services earn more than the federal poverty level.

US Employment Rate²



People *with* a disability



People *without* a disability

KING COUNTY'S SEP WAGES & HOURS

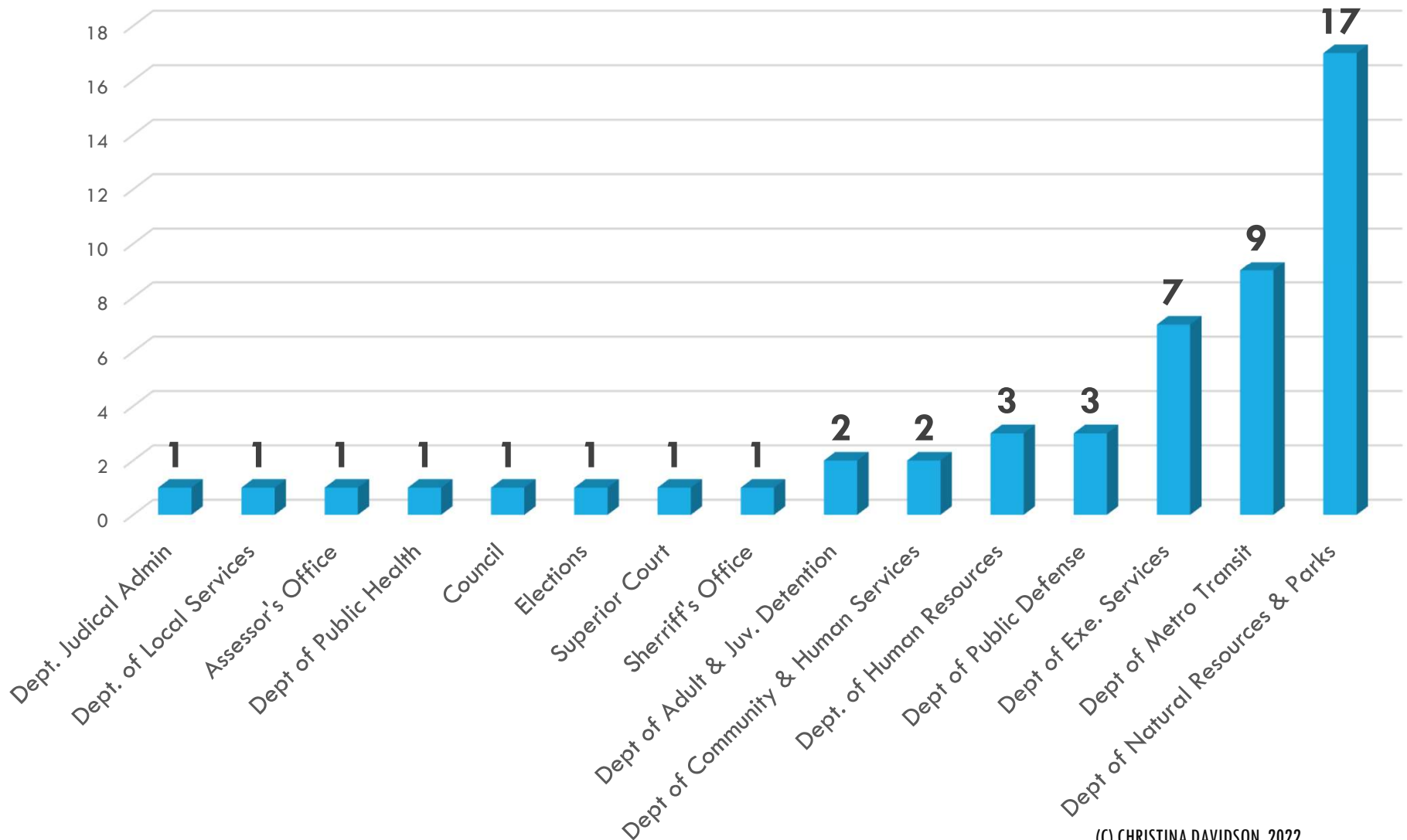
At King County, positions typical range from 20 to 40 hours per week that include health care, retirement benefits and a free bus pass.

Average wages/hours:

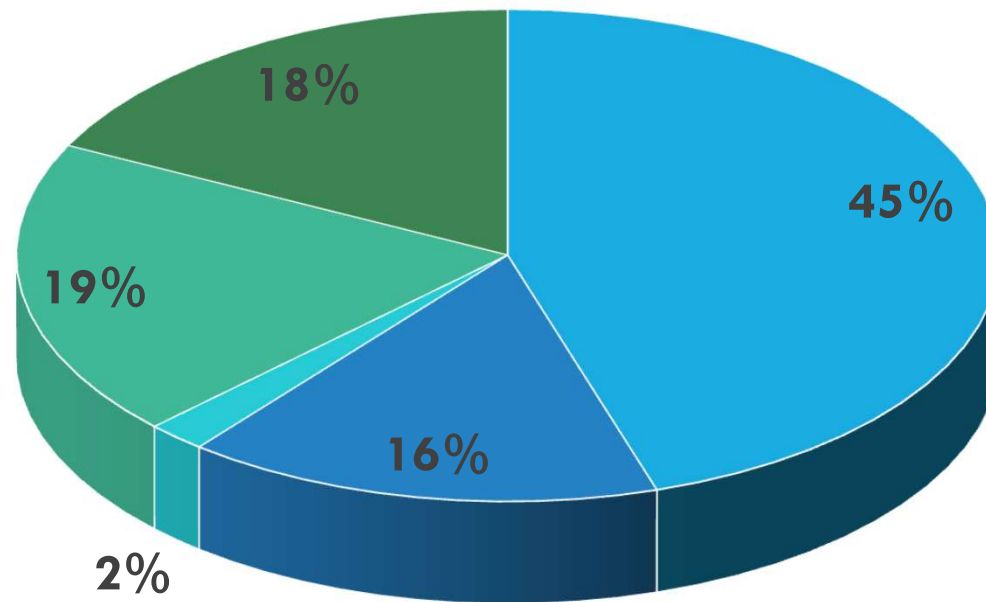
- 30 hours per week
- \$24.43 wage per hour

King County jobs change the lives of the employees we hire, their families. Inclusive hiring also has a positive impact on co-workers and departments within King County.

EMPLOYEES BY DEPARTMENT



TYPES OF WORK



■ Office/Clerical ■ Custodial ■ Laboratory
■ Park Maintenance ■ Warehouse/Laborer



Classification Structure

Summary: The SEP classification series consists of three levels, SEP Associate I, II, and III. The classifications allow for a high level of flexibility and customization to meet the needs of King County as well as play to the various strengths and abilities of candidates with developmental disabilities.

Key Elements:

Flexibility

Inclusiveness

Advancement Opportunities

Partnerships with Unions

- Launched a Labor Management Round table sub-committee that created a MOA with the Coalition of Unions
- Led to the create of an article within the Master Labor Agreement
- Continued partnership work with unions outside the Coalition such as the ATU 587
- Created a MOA with ATU 587
- Led to the create of a new article within CBA Contract and accretion of classification series

FTE Loan Process

The Dept of Human Resources (DHR) has authority to loan out 20 supported employment FTEs to agencies. These FTEs do not come with expenditure authority; the hiring agencies are responsible for the costs associated with the position.

1. The SEP Manager works with departments to create a job requisition and post positions.
2. Upon hire, FTE authority is loaned by HRD to the hiring agency.
3. The FTE authority is loaned to the Department as long as it's filled with a supported employee. Agencies will need to provide their own revenue-backing for SEP positions. Departments can request budget/FTE authority through the budget process.

Recruitment & Onboarding Process

- Identify business needs and then create job description
- Sources candidates from local employment agencies
- Selected candidates participate in panel interviews and practical skills testing with support of their job coach
- Department makes a final selection/reference checks
- In collaboration with job coach, create training and onboarding plan/schedule
- Follow along supports from job coaching supports and program manager

Benefits

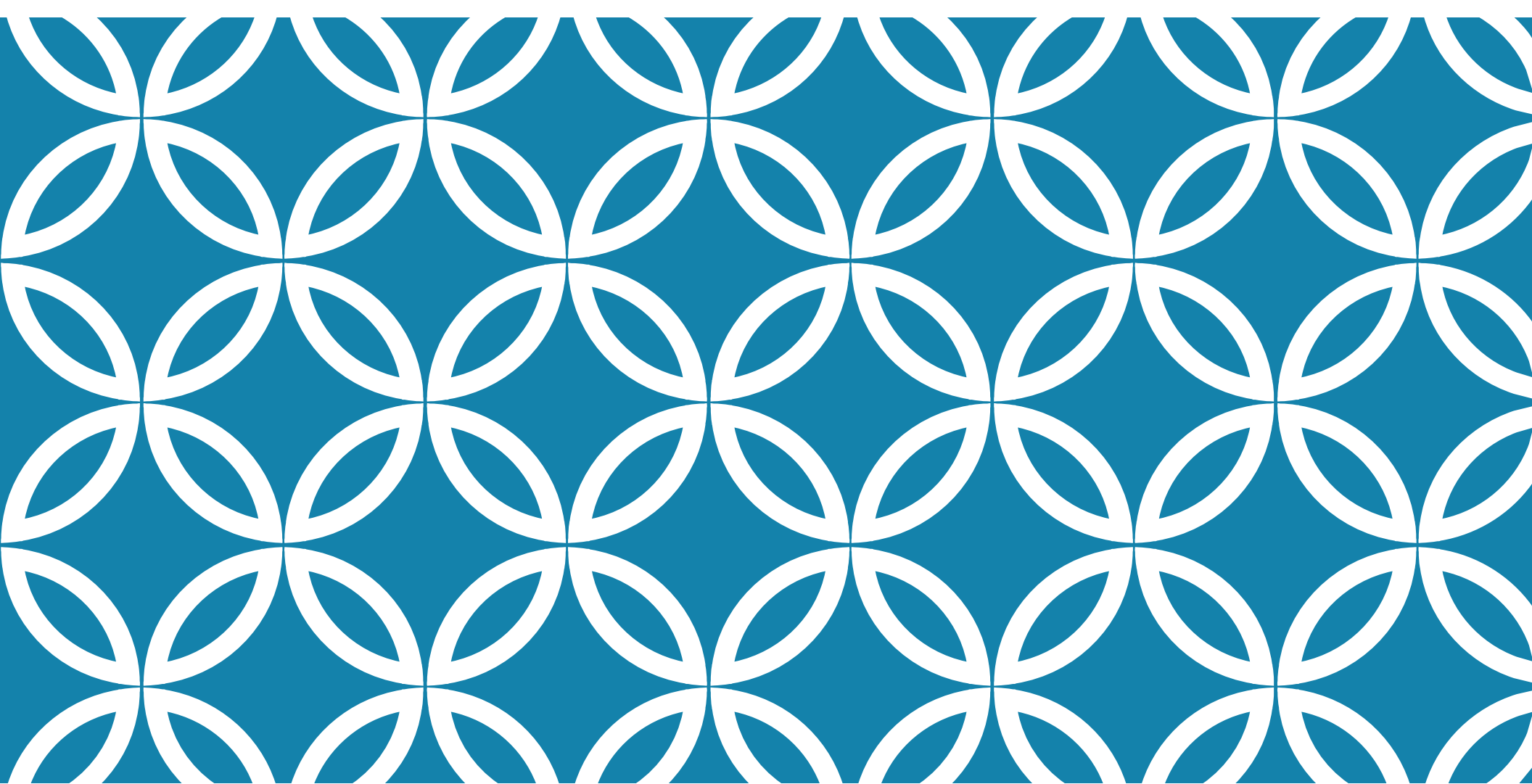
- **No additional FTE authority needed**
- **Promotes ESJ and inclusive workplaces** by including an untapped skilled and motivated workforce
- **Cost effective way to increases efficiency** through better use of highly skilled labor force
- **Promotes employee engagement** in the work place allowing for growth opportunities for all KC employees
- **Increases innovation and customer service** by including different perspectives and abilities
- **Favorably viewed by tax payers and the community:** According to a national survey of customer attitudes towards companies that hire people with disabilities, 92% of the American public view companies that hire people with disabilities more favorably than those that do not.

Program Highlights

- Successfully navigated COVID-19 pandemic with no layoffs.
- Recruited for 32 positions over the last 7 years
- Partnerships with Unions leading to new articles withing CBA's allowing for expansion of opportunities in KC
- Expanded positions with Dept of Metro Transit from 1 to 9 positions
- Expanded the program into Elections and Assessors through a pilot role that transitioned to permanent
- Supported Employment Program and Dept of Local Services received Governor's Award for Public Employer of the Year – December 10, 2020 for their inclusive hiring practices

What's next?

- Developing a 3-Year Strategic Plan with a focus on new employment opportunities
- Creating a Supervisor/Manager training series and mentorship program
- Expanding training opportunities for current employees
- Listening and developing future of work strategy



“Keep your eyes on the
stars, and your feet on
the ground.”

—Theodore
Roosevelt